

JiTTeRS: Just-In-Time Training per Research Services

Type	<i>I Just Don't Know</i>	<i>Just Enough</i>	<i>Just in Place</i>	<i>Just in Case</i>	<i>In Just the Right Context</i>	<i>Just in Time</i>
	Training / Teaching	Coaching	Counseling	Mentoring	Performing	Managing
Example	Beginner OPS training classes	An NIH application in the next 6 months	Application due in 2 months and I'm freaking out	I have an application started, but I want to consider all options	Application due in 2 weeks, I don't know what patient care is	Application due tomorrow, HELP
Focus	Receiving instruction and guidance	Receiving structured support to find own solutions to issues	Cognitive and emotional well-being	Giving and receiving direction and evaluating options	Giving instruction and direction to complete a single task	Giving instruction and direction to complete a single event
Context	Community and the organization or team	The individual's job & work	Self-understanding to adopt more constructive research practices	Personal development for future career	The individual's immediate task	Tasks to be done within the role
Orientation	Discussion	Probing	Discussion	Application	Skill transfer	Skill transfer
Number	Ten to twenty, Group efforts, systems approach	One-on-one to one-on-twenty, Group efforts, systems approach	One-on-one, Individual ideas, efforts	One-on-one, Individual ideas, efforts	One-on-one, Individual ideas, efforts	One-on-one, Individual ideas, efforts
Value depends on:	Attendees learning and transfer of knowledge	The coach's skills and the coachee's motivation	The experience and motivation of the counselor & willingness to share	The mentor's experience and knowledge & willingness to share	The attendee's learning and skill application	The manager's authority & skill
Content	Based on the leader	Based on job needs	Based on client needs	Based on mentee needs	Based on task needs	Based on event needs
Goal	Goal is collective	Performance improvement	Personal well-being and growth investment	Intentional growth investment	Job skill development task efficiency	Task completion and efficiency
Progress/Pace	Continuous, Incremental	Depends on motivation	Depends on severity of issues	Made by pre-determined goals	Depends on skills	Made by pre-determined deadline
Level of Accountability	Low level	Low level	Mid-level	Mid to high level	Mid to high level	High, intense level
Method	Community (Heart and Mind)	Question and probing (will and mind)	Direction and leadership (heart, will and mind)	Direction and leadership (heart, will and mind)	Question and probing (will and mind)	Motivation and management (mind)
Purpose	To meet and interact and receive knowledge	To improve performance in role	Personal well-being and the development of a growth plan	To reach potential in career and life	To improve task performance	Efficiency and effectiveness
Resources	Scheduled Basic Foundational Classes	Advanced Classes on Specific Topics	Printed Resources and Checklists	Mentoring Program and Special Interest Groups	Specialized Videos and Checklists	One-on-One
Level	Competence (How to Do)		Character (Way of Being)		Capability (Way of Doing)	